

**City of Alameda**  
**Benefits/Contract Provisions by Bargaining Unit**

<b>BENEFIT</b> (all amounts are monthly)	<b>AFMA</b>
<b>TERM of CONTRACT</b>	10/1/2001 – 1/5/2008
<b>Flexible Benefits Amt for Health</b> eff. 1-1-2010 <div style="text-align: right; margin-right: 50px;"> O-Party                      \$230.00  1-Party                      \$1,367.52    2 Party                      \$1,367.52    3+ Party                      \$1,367.52 </div>	
<b>Flexible Benefits Increase formula for health</b>	85% of annual increase in PERS Kaiser premium
<b>Dental Coverage</b>  Cost Eff 1-1-2010	\$2500 pp/yr. \$2500 pp ortho life 80% coverage 50% ortho \$131.13
<b>Life and AD&amp;D Coverage</b> Cost Eff. 1-1-2010	\$100,000 \$18.00 (\$18/ \$1,000)
<b>LTD Coverage</b>  Cost eff. 1-1-2010	None
<b>EAP Benefit</b>  Cost eff. 1-1-2010	10 visits per issue per year  City Paid @\$3.15 per month
<b>Deferred Compensation</b>	Employee paid
<b>Management Incentive Pay</b>	10 days pay
<b>RETIREMENT PERS Formula</b>  <div style="text-align: right; margin-right: 50px;"> City Cost                      31.038%    Eff 7/1/10  Ee Contr. (*)                      9% </div>	<u>3 % @ 50</u>  Op
<b>RETIREMENT Health effective 1/1/2010</b>	Reimburse up to PERS 2 party rate less City contr
<b>RETIREMENT Dental</b>	City paid up to 2 party
<b>SICK LEAVE</b>	Pre7/81: 20days/yr +1 day/mo  Post7/81:1 day per month

(\*)The City of Alameda does NOT pay for employee's PERS contribution. However, the 7%(Misc)/9%(Safety) employee contribution amount is included in salaries.  
Rev. 09/20/2010

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<b>BENEFIT</b> (all amounts are monthly)	<b>AFMA</b>	
<b>HOLIDAYS</b>		
Observed	11 days	
Floating	2 after 1 yr	
Holiday Pay	4.9999 %	
<b>SDI</b> (employee paid ) cost eff. 1-1-10	n/a	
<b>FUNERAL Leave</b>	3 days, 5 days for spouse/parent/child	
<b>VACATION LEAVE</b>	<u>40 HrWk</u>	<u>56 HrWk</u>
Accrual		
1yr:	10 days	6 shifts (144 hours)
2yrs:	10 days	
3yrs:	10 days	
4yrs:	10 days	
5yrs:	15 days	
6yrs:	16 days	
7yrs:	16 days	
8yrs:	17 days	
9yrs:	17 days	
10yrs:	18 days	9 shifts (216 hrs)
11yrs:	18 days	
12yrs:	19 days	
13yrs:	19 days	
14yrs:	20 days	
15yrs:	21 days	
16yrs:	22 days	
17yrs:	24 days	12 shifts (288 hrs)
18yrs:	26 days	
19yrs:	26 days	
20 yrs:	28 days	
21yrs:	28 days	13 shifts (312 hrs)
22yrs:	28 days	
23yrs:	30 days	
24yrs:	30 days	14 shifts (336 hrs)
25+yrs:	30 days	
Vacation Maximum	Unlimited	
<b>NEGOTIATED</b>	Mirrors IAFF	
<b>INCREASES</b>		
<b>BILINGUAL Pay</b> (Only certified employees are eligible)	\$42.00 per month	

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